



# Health Care

## Flexible Spending Account with Carryover



Under the Federal Flexible Spending Account Program (FSAFEDS), a **Health Care Flexible Spending Account (HCFSA)** is a pre-tax benefit account used to pay for eligible medical, dental and vision care expenses that aren't covered by your health care plan. And with Carryover, there's virtually no "use or lose" risk.

### Why You Need It

- Save up to 30%<sup>†</sup> on eligible health care expenses, which now includes menstrual care products and over-the-counter (OTC) drugs like aspirin and cough medicine without a prescription.
- Eligible employees can carry over up to \$550 to the following plan year—there's virtually no risk of losing your hard-earned money if you re-enroll the following year
- Access the full amount of your account on day one of the plan year

### How It Works

Simply decide how much to contribute, and funds are withdrawn from your paycheck for deposit into your HCFSA account before taxes are deducted. Your total annual election amount is available on day one of the plan year.

The FSAFEDS HCFSA lets eligible employees carry over up to \$550 in account balances from one plan year to the next if you re-enroll during Federal Benefits Open Season. With far less risk of "use or lose," there's no reason not to take advantage of the tax savings every year.

You can save  
**\$825\***  
every year!

See the estimated tax savings 

\*Based on the maximum election amount and 30% average in tax savings.

<sup>†</sup> Assumes a combined tax rate of 30%, including FICA, state and federal income taxes. Actual amounts may vary.



# Health Care FSA with Carryover

## How You Manage It

With a variety of payment and reimbursement options, your HCFSA is easy to use. Your account can be used to pay for hundreds of eligible health care products and services for you, your spouse and eligible dependents. Manage your account via a secure website on any computer or mobile device that's connected to the Internet or via the FSAFEDS app.



## How Much You Can Contribute to It

You can contribute a minimum of \$100 or up to a maximum of \$2,750 to your HCFSA.

## How You Get It

Ready to save? Sign up for a HCFSA during Federal Benefits Open Season, November 9, 2020 through December 14, 2020 (ET).

Savings Example			
Without HCFSA with Carryover		With HCFSA with Carryover	
Gross annual pay (estimate)	\$60,000	Gross annual pay (estimate)	\$60,000
Estimated tax rate (30%)	- \$18,000	Maximum annual HCFSA contribution	- \$2,750
Net annual pay	= \$42,000	Adjusted gross pay	= \$57,250
Estimated annual health care expenses	- \$2,750	Estimated tax rate (30%)	- \$17,175
Final take-home pay	= \$39,250	Final take-home pay	= \$40,075
<small>All figures in this table are estimates and based on an annual salary of \$60,000 and maximum contribution limits to the benefit account. Your salary, tax rate, health care expenses and tax savings may be different.</small>		<b>Take home this much more</b>	
		<b>\$825</b>	

Learn more at

[www.FSAFEDS.com](http://www.FSAFEDS.com)



Or call

**877-FSAFEDS (372-3337)**



© 2020 WageWorks, Inc. All rights reserved. WageWorks, Inc. is a third party administrator for FSAFEDS sponsored by the U.S. Office of Personnel Management. The term "savings" herein refers only to tax savings and actual savings are dependent on individual tax rates. No part of this document constitutes tax, financial or legal advice. Please consult your advisor regarding your personal situation and whether this is the right program for you.

4138-2021-FEDS (202007)